

Respect for Employees

Believing that protection of each employee's human rights underlies all business activities, the OKI Group has proclaimed "Respect for Human Rights" in the OKI Group Charter of Corporate Conduct and the OKI Group Code of Conduct, and works for their thorough implementation through training new hires, training by rank, e-learning, etc. The group has a strong commitment to pursuing fair recruitment, and building work environments with respect for diversity based on its vision: "Pride, Passion and Sincerity." Based on this basic concept, we have also made various efforts at overseas group companies, such as encouraging the acquisition of certifications on human rights and labor, and expanded and enhanced training and systems, meeting the needs of each country or region.

Good Labor-Management Relationship through Dialogue

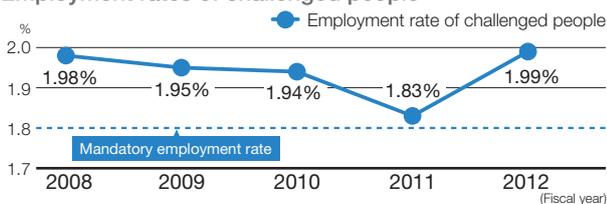
OKI respects the freedom of association and collective bargaining based on the laws in each country and region, and puts great importance on building trust between labor and management. In Japan, OKI holds general labor-management meetings between OKI's top executives and union leaders, and divisional labor-management meetings, to sincerely exchange opinions and information on the business environment and labor issues.

OKI Precision (Thailand) is OKI's company for producing printer parts in Thailand. It received the Good Labor Relations and Labor Welfare Award for all 5 years up to fiscal 2012. This is for companies with excellent labor relations aspects and welfare aspects.

Promoting the Employment of Challenged People

The OKI Group has worked to recruit challenged people, especially in OKI WorkWel, a special purpose subsidiary of the group which promotes telework for the severely disabled. As of April 2013, it provides work at home via telework to 61 people with disabilities, including 40 teleworkers utilizing IT. The percentage of challenged employees at the group in fiscal 2012 was 1.99%, higher than the previous year. We will continue to promote the employment of challenged people in the future, especially in our special purpose subsidiary.

Employment rates of challenged people



Internships

Aiming to teach students about relationships between products and society, and to let them experience the interesting aspects of working at an IT equipment manufacturer, OKI sites provide internships based on the Japan Business Federation's

Company Ethics Charter on Recruiting.

In fiscal 2012, OKI received 16 high school students, at our Public Systems Plant in Numazu City, Shizuoka and our Systems Hardware Business Division in Takasaki City, Gunma. Participants voiced impressions such as "A valuable opportunity to experience various operations" and "I felt the importance of communication."

Ongoing Support for Development of the Next Generation

OKI was granted the "Act on Advancement of Measures to Support Raising Next-Generation Children" certification (nicknamed "Kurumin") by the Tokyo Labor Bureau in 2009 and 2012. The main reason for its acquisition of the certification was in recognition for its activities in response to the Act on Advancement of Measures to Support Raising Next-Generation Children.



In fiscal 2012, based on the Fourth Action Plan focusing on "establishing work-family balance through various support programs that help employees take specific actions," in order to encourage use of our telework system and various other systems, we did questionnaire surveys and interviews of users.

Promotion of Work-Life Balance

In order to help its employees balance work and family life, OKI established the Work-Life Balance Promotion Committee, with members from both management and the labor union. We developed a flextime system and a HOP (discretionary labor) system, childcare work system, and nursing work system. We also strive to be considerate about work hours, enhancing various systems such as "Special Leave for a Particular Purpose" which can be used for participation in social action programs, injuries and sickness treatment, nursing, school events, etc. In fiscal 2012, we introduced tools for managers to more accurately grasp work hours and use this in their management, to solidly implement effective work hours management.

Labor Safety and Health, and Health Improvement Initiatives

OKI established "Safety and Health Committees" in each region, with members from management and the labor union. These strengthen the safety and health system, create a labor injuries and accidents prevention plan, patrol workplaces, provide safety and health training, etc. The Central Safety and Health Committee shares information on situations and initiatives in each region. OKI's fiscal 2012 frequency of industrial accidents* was 0.23.

The Central Safety and Health Committee also established the Mental Health Working Group as a specialized committee. Its mental and physical health work include promoting utilization of Kokoro Wellness Navi, a tool to support self-care.

* Frequency of industrial accidents: Number of casualties due to industrial accidents, per million man-hours worked.